

No. 184/2020

6th April 2020

TO: ALL BRANCHES

Dear Colleague,

Domestic Violence/Abuse

As the coronavirus pandemic forces governments to take unprecedented steps to restrict peoples' movements across the country, the CWU Equality, Education and Development Department have become increasingly aware of the rising number of victims of domestic/sexual violence and domestic/sexual abuse.

The purpose of this LTB is to help representatives to advise and support members and to signpost them as to what information is available.

Signs of Domestic Violence/Abuse in the Workplace

CWU representatives are reminded that there may be signs that a member is a victim of domestic violence/abuse and these may be indicative of other concerns. Although we recognise that representatives are not trained counsellors or specialists in dealing with domestic/sexual violence or abuse, often members will not feel confident in speaking to management and may prefer to involve a trade union official or utilise the expertise of our equality representatives.

Where reps feel confident, they should facilitate a conversation with the member and identify where appropriate support is needed. During the conversation representatives may wish to ask the member indirect and open questions, to help establish a relationship with the member. Below are some examples of questions that could be used.

- How are you doing at the moment?
- I have noticed recently that you are not yourself, is anything the matter?
- Is everything all right at home?
- What support do you think might help?
- What would you like to happen? How?

If a representative has reason to believe that a member is experiencing a form of domestic violence, domestic abuse and/or sexual violence, they should refer to their employer's domestic violence/abuse policy/guidelines in the first instance and encourage members to report it to their line manager so that they can be properly supported.

We have a very good booklet on the issue, which was produced by the Women's Advisory Committee and can be found using the following link: https://www.cwu.org/media/9684/02838-domestic-violence-booklet_2017.pdf

If you require further assistance you can contact the Equality, Education and Development Department on equality&education@cwu.org.

We understand that members may also need specialist support and attached is a comprehensive list of useful contacts that you may wish to signpost to members.

PLEASE NOTE: If members are in danger and unable to talk on the phone, call 999, and then press 55. This will transfer them to the relevant police force who will assist without them having to speak.

Yours sincerely,



Kate Hudson
Head of Equality, Education & Development

Attachment to LTB 184/20 – Domestic Violence/Abuse

Useful Contacts

Women's Aid

Tel: 0808 2000 247

24-hour National Domestic Violence Helpline.

Web: www.womensaid.org.uk

Email: helpline@womensaid.org.uk

Refuge

Provides accommodation and specialist support.

Tel: 0808 2000 247

24-hour National Domestic Violence

Helpline. Web: www.refuge.org.uk

GALOP

LGBT anti-violence and abuse charity.

Tel: 0300 999 5428/0800 999 5428

(Mon/Thurs 10am-8pm Tue/Wed/Fri 10am-5pm)

Web: www.galop.org.uk

email: help@galop.org.uk

Jewish Women's Aid

National freephone helpline and services for Jewish women.

Tel: 0808 801 0500

(Mon – Thurs 9.30am-9.30pm)

Web: www.jwa.org.uk

Forced Marriage Helpline

Provided by charity, Karma Nirvana.

Tel: 0800 5999 247

(Mon – Fri 9.30am – 5pm)

Web: www.karmanirvana.org.uk

Forced Marriage Unit

Helpline operated by the Government's Foreign and Commonwealth Office:

Tel: 020 7008 0151 (or 0044 20 7008 0151 if you are overseas)

Web: www.gov.uk/forced-marriage

email: fmf@fco.gov.uk

The Sharan Project

Lead charity supporting South Asian women in the UK experiencing domestic abuse.

Tel: 0844 504 3231

Web: www.sharan.org.uk

email: info@sharan.org.uk

Rape Crisis Federation (England and Wales)

Tel: 0808 802 9999

(12 noon-2.30pm/7pm-9.30pm 7 days a week)

Web: www.rapecrisis.org.uk

Southall Black Sisters

Provides a range of services to Asian and Afro Caribbean women and children who have experienced violence and abuse. Can give telephone advice to women outside of the London Borough of Ealing.

Tel: 0208 571 0800 (Mon, Wed, Fri 9.30am-4.30pm)

Web: www.southallblacksisters.org.uk

FORWARD (The Foundation for Women's Health, Research and Development)

A campaign and support organisation promoting and safeguarding the health and rights of African girls and women.

Tel: 020 8960 4000

Web: www.forwarduk.org.uk

email: support@forwarduk.org.uk

The Samaritans

24-hour confidential, emotional support for anyone in a crisis.

Tel: 116 123

Web: www.samaritans.org.uk

email: jo@samaritans.org

Men's Advice Line

The Men's Advice Line is a confidential helpline offering support, information and practical advice to men experiencing domestic violence.

Tel: 0808 801 0327 (Mon – Fri 9am-5pm)

Web: www.mensadvice.org.uk

email: info@mensadvice.org.uk

Respect Phonenumber

Helpline offering information and advice to people who are abusive towards their partners and want help to stop.

Tel: 0808 802 4040 (Mon – Fri 9am-5pm)

Web: www.respectphonenumber.org.uk

email: info@respectphonenumber.org.uk

Scottish Women's Aid

Tel: 0800 027 1234 (24-hour)

Web: www.scottishwomensaid.org.uk

Shakti Women's Aid

Provides help in Scotland for minority ethnic women that have experienced domestic abuse.

Tel: 0131 475 2399

Web: www.shaktiedinburgh.co.uk

email: info@shaktiedinburgh.co.uk

Welsh Women's Aid

Tel: 0808 80 10 800 (24 hour)

web: www.welshwomensaid.org

Black and Asian Women Stepping Out (BAWSO)

BAWSO help black and minority ethnic women in Wales who are experiencing domestic violence.

Tel: 0800 731 8147 (24-hour)

Web: www.bawso.org.uk

Women's Aid Federation (Northern Ireland)

Tel: 0808 802 1414 (24-hour)

Text 'support' to 07797 805 839

Web: www.womensaidni.org

email: 24hrsupport@dvhelpline.org